

**Aledo Independent School District  
Clerical/Paraprofessional Pay Plan  
2024-2025**

| Pay Grade | Job Title  | Duty Days | Minimum            | Midpoint       | Maximum        |                |
|-----------|--|-----------|--------------------|----------------|----------------|----------------|
| <b>1</b>  |  |           | <b>Hourly Rate</b> | <b>\$15.15</b> | <b>\$18.03</b> | <b>\$20.91</b> |
|           | Aide, Physical Education                                       | 177       | 177 Days           | \$21,452       | \$25,530       | \$29,609       |
|           | Aide, Teacher's  | 177       |                    |                |                |                |
| <b>2</b>  |  |           | <b>Hourly Rate</b> | <b>\$16.05</b> | <b>\$19.11</b> | <b>\$22.17</b> |
|           | Aide, ISS  | 177       | 177 Days           | \$22,727       | \$27,060       | \$31,393       |
|           | Aide, Library  | 192       | 192 Days           | \$24,653       | \$29,353       | \$34,053       |
|           | Aide, Special Education  | 177       | 195 Days           | \$25,038       | \$29,812       | \$34,585       |
|           | Receptionist, High School                                      | 220       | 205 Days           | \$26,322       | \$31,340       | \$36,359       |
|           | Receptionist, Middle School                                    | 195       | 220 Days           | \$28,248       | \$33,634       | \$39,019       |
|           | Receptionist, Ninth Grade Campus                               | 205       |                    |                |                |                |
| <b>3</b>  |  |           | <b>Hourly Rate</b> | <b>\$17.05</b> | <b>\$20.30</b> | <b>\$23.55</b> |
|           | Aide, Bilingual  | 177       | 167 Days           | \$22,779       | \$27,121       | \$31,463       |
|           | Aide, Special Education, Special Needs                         | 177       | 177 Days           | \$24,143       | \$28,745       | \$33,347       |
|           | Attendance Clerk, High School                                  | 177       | 195 Days           | \$26,598       | \$31,668       | \$36,738       |
|           | Attendance Clerk, Middle School                                | 177       | 205 Days           | \$27,962       | \$33,292       | \$38,622       |
|           | Certified Medical Assistant                                    | 177       | 220 Days           | \$30,008       | \$35,728       | \$41,448       |
|           | Choral Accompanist   | 167       |                    |                |                |                |
|           | Distance Learning Aide, High School                            | 195       |                    |                |                |                |
|           | Registrar/PEIMS Clerk, Elementary School                       | 220       |                    |                |                |                |
|           | Registrar/PEIMS Clerk, Middle School                           | 220       |                    |                |                |                |
|           | Registrar/PEIMS Clerk, Ninth Grade Campus                      | 220       |                    |                |                |                |
|           | Secretary, Assistant Principal, High School                    | 205       |                    |                |                |                |
|           | Secretary, Associate Principal, High School/Ninth Grade Campus | 220       |                    |                |                |                |
|           | Secretary, Counselor, High School                              | 205       |                    |                |                |                |
|           | Special Programs Clerk (SHARS/PEIMS)                           | 195       |                    |                |                |                |
|           | Special Programs Clerk   | 220       |                    |                |                |                |
|           | Specialist, Student Safety                                     | 167       |                    |                |                |                |
|           | Specialist, Truancy Prevention                                 | 177       |                    |                |                |                |
| <b>4</b>  |  |           | <b>Hourly Rate</b> | <b>\$18.10</b> | <b>\$21.55</b> | <b>\$25.00</b> |
|           | Aide, Behavior Interventionist                                 | 180       | 180 Days           | \$26,064       | \$31,032       | \$36,000       |
|           | Clerk, Facilities  | 236       | 195 Days           | \$28,236       | \$33,618       | \$39,000       |
|           | Receptionist/Bearcat Store Manager, Administration Building    | 236       | 220 Days           | \$31,856       | \$37,928       | \$44,000       |
|           | Registrar/PEIMS Clerk, High School                             | 220       | 236 Days           | \$34,173       | \$40,686       | \$47,200       |
|           | Secretary, Alternative School Principal                        | 195       |                    |                |                |                |
|           | Secretary, Elementary School Principal                         | 220       |                    |                |                |                |
|           | Secretary, Middle School Principal                             | 220       |                    |                |                |                |
|           | Secretary, Ninth Grade Principal                               | 220       |                    |                |                |                |
|           | Secretary/PEIMS, Early Childhood Academy Associate Principal   | 220       |                    |                |                |                |



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| <b>5</b>  |   |           | <b>Hourly Rate</b> | <b>\$21.15</b> | <b>\$25.18</b> | <b>\$29.21</b> |
|           | Business Office Clerk                                   | 236       | 187 Days           | \$31,640       | \$37,669       | \$43,698       |
|           | Dispatcher (Transportation)                             | 236       | 205 Days           | \$34,686       | \$41,295       | \$47,904       |
|           | Licensed Vocational Nurse (LVN)                         | 187       | 220 Days           | \$37,224       | \$44,317       | \$51,410       |
|           | Secretary, Athletic Director                            | 236       | 236 Days           | \$39,931       | \$47,540       | \$55,148       |
|           | Secretary, Child Nutrition                              | 205       |                    |                |                |                |
|           | Secretary, High School Principal                        | 220       |                    |                |                |                |
|           | Secretary, Maintenance                                  | 236       |                    |                |                |                |
|           | Secretary, Police/Technology                            | 236       |                    |                |                |                |
|           | Secretary, Special Programs                             | 236       |                    |                |                |                |
|           | Site Supervisor, Child Nutrition                        | 205       |                    |                |                |                |
|           | Specialist, Safety (Transportation)                     | 236       |                    |                |                |                |
| <b>6</b>  |   |           | <b>Hourly Rate</b> | <b>\$23.90</b> | <b>\$28.45</b> | <b>\$33.00</b> |
|           | Color Guard Instructor                                  | 187       | 187 Days           | \$35,754       | \$42,561       | \$49,368       |
|           | Coordinator, Routing (Transportation)                   | 236       | 236 Days           | \$45,123       | \$53,714       | \$62,304       |
|           | Help Desk Technician                                    | 236       |                    |                |                |                |
|           | Secretary, Assistant Superintendent C & I               | 236       |                    |                |                |                |
|           | Secretary, Business Office                              | 236       |                    |                |                |                |
|           | Secretary, Deputy Superintendent/Communications         | 236       |                    |                |                |                |
|           | Secretary, Human Resources                              | 236       |                    |                |                |                |
|           | Secretary, Student Services/Assessment & Accountability | 236       |                    |                |                |                |
|           | Specialist, Accounts Payable                            | 236       |                    |                |                |                |
|           | Specialist, Certification                               | 236       |                    |                |                |                |
|           | Specialist, Human Resources                             | 236       |                    |                |                |                |
|           | Specialist, Payroll                                     | 236       |                    |                |                |                |
| <b>7</b>  |   |           | <b>Hourly Rate</b> | <b>\$31.45</b> | <b>\$37.44</b> | <b>\$43.43</b> |
|           | Executive Assistant, Superintendent                     | 236       | 236 Days           | \$59,378       | \$70,687       | \$81,996       |

